

DISTRICT IMPROVEMENT PLAN 2012-2015



SBE GOAL 1: North Carolina Public Schools will produce globally competitive students .

DISTRICT GOAL 1: Granville County schools will improve student academic performance

OBJECTIVE 1.1:
Improve the learning environment
while enhancing student engagement

Data or Evidence to Support the need for this objective:

Strategies	Implementation			Monitoring			Completion	
	Team Members	Professional Development	Funding Source(s)	Lead Person(s)	Evidences/Indicators	Timeline	Target Date(s)	Completion Date(s)
1.1-a Recruit, identify, hire, assign, support, and retain effective and appropriate personnel to maximize student learning	BOE A Team Principals Directors HR	Develop and deliver comprehensive HR Professional Development	Title I, II, III, Local?		Bi-annually train on hiring practices to include: <ul style="list-style-type: none"> • Licensure cross-walks • Practices and techniques • Resumes • Reference checks • Identification of talents • Legal requirements (state and federal) • HRMS training • Process and procedures for GCS 	Bi-annual	August 2012 Version 1.0 due	
		Develop and train on a "Hiring Manual"			Distribution of a hiring manual	Annually	August 2012 Version 1.0 due	
		Provide sufficient, effective and appropriate PD for all school district personnel						
		Provide orientation for new hires						

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1.1-b Increase student and teacher access to instructional resources (tech)								
1.1-c Provide personalized learning opportunities through CIL & GO								
1.1-d Continue implementation of Balanced Literacy								
1.1-e Enhance teacher talent through the Artisan Teacher initiative								
1.1-f Broaden student access to curriculum choices/courses								

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<u>OBJECTIVE 1.2:</u> Improve curriculum alignment	<u>Data or Evidence to Support the need for this objective:</u> PDK Audit, Lack of Curriculum guides, pacing guides, common assessments, etc...
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Strategies	Implementation			Monitoring			Completion	
	Team Members	Professional Development	Funding Source(s)	Lead Person(s)	Evidences/Indicators	Timeline	Target Date(s)	Completion Date(s)
1.2-a Develop and define district curriculum standards								
1.2-b Communicate district curriculum expectations								
1.2-c Create and administer assessments that are aligned to standards								
1.2-d Monitor assessment outcomes and adapt instruction as needed								

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OBJECTIVE 1.3: Build strong parent and community relationships	<u>Data or Evidence to Support the need for this objective:</u>
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Strategies	Implementation			Monitoring			Completion	
	Team Members	Professional Development	Funding Source(s)	Lead Person(s)	Evidences/Indicators	Timeline	Target Date(s)	Completion Date(s)
1.3-a Strengthen alliances with faith-based groups								
1.3-b Enhance relationships with the Granville Education Foundation								
1.3-c Establish partnerships with local business and industry								
1.3-d Consolidate local resources to support families								

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and students. (JAC)								
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OBJECTIVE 1.4: Increase academic performance for African American students			Data or Evidence to Support the need for this objective:					
Strategies	Implementation			Monitoring			Completion	
	Team Members	Professional Development	Funding Source(s)	Lead Person(s)	Evidences/Indicators	Timeline	Target Date(s)	Completion Date(s)
1.4-a Increase minority recruitment								
1.4-b Implement Ruby Payne Poverty training								
1.4-c Implement JAC								
1.4-d Mentoring programs								
1.4-e Increase volunteer programs in schools								
1.4-f Conduct research to identify strategies								

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Dr. Martin and Curriculum Directors

- 1.1 - Improve the learning environment**
- 1.2 – Improve curriculum alignment**
- 1.3 – Engage students in learning**
- 1.4 - Increase academic performance for African American students**
- 1.5 - Assess, monitor and evaluate student progress and growth**

SBE GOAL 2: North Carolina public schools will be led by 21st Century professionals.
DISTRICT GOAL 2: Granville County School personnel will be consciously competent and demonstrate such in the workplace

Dr. Jordan, Vanessa, Beth Day

- 2.1 – PD (Teacher Talent Artisan Teacher)**
- 2.2 – Knowledge of curriculum**
- 2.3 - Pedagogy**
- 2.4 – Acknowledge responsibility to adhere to the Code of Ethics**
- 2.5 – Understand and apply new teacher and administrator standards**
- 2.6 – Enhance and integrate instructional technologies**

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2.7 -

SBE GOAL 3: North Carolina Public School students will be healthy and responsible.
DISTRICT GOAL 3: Granville County Schools will be safe places in which all stakeholders are invited, invested and involved.

OBJECTIVE 3.1: Maintain facilities so they are safe, clean, and inviting.	<u>Data or Evidence to Support the need for this objective:</u> T.A. Cook Audit, Continuous Improvement Audit
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Strategies	Implementation			Monitoring			Completion	
	Team Members	Professional Development	Funding Source(s)	Lead Person(s)	Evidences/Indicators	Timeline	Target Date(s)	Completion Date(s)
3.1.a Continue development and implementation of short and long range facility improvement plans.	Asst. Supt. Auxiliary Service Support Serv. Dir. Maint. Lead Principals	NA	County Commissioners	Dorwin Howard	Facility plans / New and improved facilities	Ongoing	6/2012	
3.1.b Identify critical equipment needs and develop preventive maintenance	Maint. Lead Maint. Staff	Johnson Controls	Local	Gilbert Wilson	Schedules and data in SchoolDude	Ongoing	6/2012	

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plans.								
3.1.c Promote High Expectations Program for school cleanliness.	Asst. Supt. Auxil. Serv. Custodial Lead Support Serv. Dir.	NA	Local	Dorwin Howard	Clean Schools Program Data	Ongoing	5/2012	
3.1.d Improve custodial staffing plan for summer months.	Custodial Lead Support Serv. Dir.	NA	Local	Michael Alston Dan Callaghan	Summer schedules	Fall-Spring	Summer	
3.1.e Continue energy conservation initiatives through partnership and with Energy Education, Inc.	Supt. Asst. Supt. Auxil. Serv. Energy Manager Principals	Emily Roberts Energy Education, Inc.	Local	Emily Roberts Dorwin Howard	Energy Manager's data	Ongoing	6/2012	
3.1.f Continue improvement of work management processes for maintenance crew to maintain buildings.	Maint. Lead Support Serv. Dir. Safety Mgr.	SchoolDude SafeSchools	Local	Gilbert Wilson	Support Services Director's documentation	Ongoing	6/2012	
3.1.g Maintain attractive lawns through contracted lawn care services.	Maint. Lead Support Serv. Dir.	NA	Local	Gilbert Wilson	Contracts and evaluations	Spring-Fall	10/2013	

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3.1.h Meet fire and safety building inspections requirements.	Safety Mgr. Principals	NA	Local	Sidney Moody	Fire marshal inspection records	Ongoing	2/2012	
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<u>OBJECTIVE 3.2:</u> Provide policies and procedures that promote safe, caring, and orderly environments.	<u>Data or Evidence to Support the need for this objective:</u> Discipline data, BOE policies, Teacher Working Conditions Survey, CIL Data
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Strategies	Implementation			Monitoring			Completion	
	Team Members	Professional Development	Funding Source(s)	Lead Person(s)	Evidences/Indicators	Timeline	Target Date(s)	Completion Date(s)
3.2.a Continue implementation and enforcement of system-wide Student Code of Conduct according to local Board of Education policies.	Supt. Principals	Behavior Management SafeSchools	Local	Michael Myrick Principals	Discipline records	Ongoing	6/2012	
3.2.b Enhance Board of Education policies and school-system activities as needed to comply with OSHA requirements.	Safety Mgr. Principals	SafeSchools	Local	Sidney Moody	Updated policies and Safety Coordinator's documentation	Ongoing	6/2012	

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3.2.c Continue implementation of PK-12 crisis intervention programs.	Student Serv. Dir. Principals SROs Counselors	Classroom Management Community Partners	NA	Amy Miller	School principals' and counselors' documentation	Ongoing	6/2012	
3.2.d Improve implementation of Suspend-to-School for middle and high school students; begin to explore options for elementary school students	Supt. Asst. Supts. CIL Prin. Principals	CIL Presentations	NA	Wade Lowery	Center for Innovative Learning records	Ongoing	6/2012	
3.2.e Continue partnerships with local law enforcement agencies to provide School Resource Officers.	Asst. Supt. Chief Law Officer	SRO Presentations	Local	Dorwin Howard	SRO contracts and visibility in schools	Ongoing	6/2012	
3.2.f Continue use of the Positive Behavior Support program in elementary and middle schools.	Principals Teachers Counselors	Positive Behavior Support	Staff Dev. Funds	Amy Miller	School documentation of program implementation	Ongoing	6/2012	
3.2.g Continue development and	Safety Mgr. Principals	SafeSchools	Local	Sidney Moody	Safety Coordinator's documentation	Ongoing	6/2012	

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implementation of School Safety Teams		School Safety Team Training						
3.2.h Partner with Emergency Management, other safety and law enforcement agencies for emergency planning and implementation in cases of emergencies.	Supt. Emergency Mgmt.	NA	NA	Sidney Moody	Emergency Procedures document and meeting notes	Ongoing	6/2012	

<u>OBJECTIVE 3.3: Improve access to opportunities that will enhance student well-being.</u>	<u>Data or Evidence to Support the need for this objective:</u>
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Strategies	Implementation			Monitoring			Completion	
	Team Members	Professional Development	Funding Source(s)	Lead Person(s)	Evidences/Indicators	Timeline	Target Date(s)	Completion Date(s)
3.3.a Provide Student Services to address nonacademic issues facing students and their families.	Stud. Serv. Director Counselors Attend. Officers Community	Student Services	Local	Amy Miller	School and central services records of services provided	Ongoing	6/2012	

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	Agencies							
3.3.b Continue implementation and improvement of services provided by the Center for Innovative Learning.	CIL Principal Principals Supt. Counselors	Alternative Education	Local	Michael Myrick	Documentation by Director of Center for Innovative Services	Ongoing	6/2012	
3.3.c Provide partnership opportunities with colleges in the area.	Principals Counselors C&I Directors	NA	NA	Timothy Farley	Records of partnership initiatives.	Ongoing	6/2012	
3.3.d Provide students access to information about scholarships for college education.	Counselors Principals	NA	NA	Amy Miller	Senior counselors' records	Ongoing	6/2012	

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<u>OBJECTIVE 3.4: Provide students with the tools to become productive citizens.</u>	<u>Data or Evidence to Support the need for this objective:</u>
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Strategies	Implementation			Monitoring			Completion	
	Team Members	Professional Development	Funding Source(s)	Lead Person(s)	Evidences/Indicators	Timeline	Target Date(s)	Completion Date(s)
3.4.a Provide opportunities for career readiness and leadership development through Career and Technical Education and clubs.	CTE Director Teachers Principals Counselors	CTE Training	State and Federal	Stan Winborne	CTE Course Offerings Student organization records including competitive events results	Ongoing	6/2012	
3.4.b Provide opportunities for growth through athletics.	Coaches Principals Director of Innovative Services	Coaches Clinics	Local	Michael Myrick	Presence of middle and high school sports teams	Ongoing	6/2012	
3.3.c Provide innovative courses and programs.	Early College Principal Virtual Enterprise Coord. On-line Coord.	Innovative Program Training	Local	Michael Myrick	Program overviews and evaluations Granville Early College High School enrollment and course offerings	Ongoing	6/2012	

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	CIL Principal							
3.3d Offer mentorship opportunities								

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SBE GOAL 4: Leadership will guide innovation in North Carolina public schools.
DISTRICT GOAL 4: Granville County Schools will preserve the tradition of continuous improvement.

OBJECTIVE 4.1: Build teacher/administrator capacity through talent development.	Data or Evidence to Support the need for this objective:
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Strategies	Implementation			Monitoring			Completion	
	Team Members	Professional Development	Funding Source(s)	Lead Person(s)	Evidences/Indicators	Timeline	Target Date(s)	Completion Date(s)
4.1-a								
4.1-b								
4.1-c								

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OBJECTIVE 4.2: Create and develop innovative applications for technology use.	<u>Data or Evidence to Support the need for this objective:</u>
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Strategies	Implementation			Monitoring			Completion	
	Team Members	Professional Development	Funding Source(s)	Lead Person(s)	Evidences/Indicators	Timeline	Target Date(s)	Completion Date(s)
4.2-a								
4.2-b								
4.2-c								

OBJECTIVE 4.3: Provide avenues for stakeholders to participate in the decision-making process.	<u>Data or Evidence to Support the need for this objective:</u>
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Strategies	Implementation			Monitoring			Completion	
	Team Members	Professional Development	Funding Source(s)	Lead Person(s)	Evidences/Indicators	Timeline	Target Date(s)	Completion Date(s)
4.3-a								
4.3-b								
4.3-c								

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1. Provide avenues for stakeholders to participate in the decision-making process.

SBE GOAL 5: North Carolina public schools will be governed and supported by 21st Century systems

DISTRICT GOAL 5: Granville County Schools will continue to develop a systematic approach to all operations.
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All

1. Expand existing initiative to support instructional technology.
2. Develop financial procedures that maximize resources.
3. Improve record keeping processes and procedures.
4. Improve the effectiveness and efficiency of support services.
5. Use data to improve facility operations and student performance.

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